

**Infopaks**

*A Skills Transferability Analysis  
to Support Reemployment  
and Retraining Plans*

*prepared for  
The Former Workers  
of*

**Wood Structures, Inc.**





# A Skills Transferability Analysis to Support Re-Employment and Retraining Plans Prepared for Former Employees of Wood Structures, Inc.

A Workforce Information Product Funded Through  
National Emergency Training Grant  
U.S. Department of Labor  
Employment and Training Administration

*John Dorrer, Director  
Center for Workforce Research and Information*

*June 2009*

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Telephone (207) 623-7900 Fax (207) 287-2947 TTY 1-800-794-1110

## Preface

Dislocated workers who are able to confidently identify their knowledge, skills, and abilities (KSAs) will be more successful in their job search and career advancement over those who rely on past experience, former job titles, and industry associations. In modern labor markets, KSAs are primary determinants of employment qualifications among occupations and industries.

To maximize reemployment prospects for these workers, we need to assist them with locating new employment opportunities that require similar KSAs. For workers seeking career advancement or qualifications for new jobs, we need to assist them in gauging the skills gap they have in relation to target occupations and careers. Workforce boards must also be able to alert economic development agencies and businesses in the region seeking to expand by communicating skills based information about the new pool of workers that is available as a result of layoffs or plant closings.

The Maine Department of Labor, Center for Workforce Research and Information is committed to the analysis of structural changes in the Maine economy. The information in this report is intended to facilitate the movement of Maine workers from industries in decline to other employers with growing need for skilled workers.

Questions or comments should be addressed to Merrill Huhtala at (207) 621-5196 or [merrill.s.huhtala@maine.gov](mailto:merrill.s.huhtala@maine.gov).

John Dorrer, Director

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## Company and Industry Background

Wood Structures, Inc. was founded in 1966 with headquarters in Biddeford and a manufacturing facility in Saco. The company was a leading designer and manufacturer of roof trusses, floor trusses, and wall panels, and distributor of engineered wood products to lumber dealers throughout the Northeast. The company was acquired by Roark Capital Group of Atlanta in 2005.

Wood products manufacturing account for about ten percent of manufacturing employment in Maine. Over the last decade, employment in wood products manufacturing in Maine has fallen sharply, down 35 percent from nearly 8,000 jobs in 1998 to 5,200 in 2008. Wood Structures, Inc. is classified under plywood and engineered wood manufacturing, a sub-category of the wood products industry. In contrast to the larger wood products industry, plywood and engineered wood manufacturing shed jobs at just half the rate, 18% between 1998 and 2008, remaining relatively stable through 2004 before experiencing more modest declines.

## Labor Market Conditions

Wood Structures, Inc is located in the Portland-South Portland-Biddeford MSA, Maine's largest economic region. Between 2002 and 2008, population in the MSA grew by 3 percent and private employment by 5 percent, compared to state average growth of 2 percent in population and 2 percent in employment. In 2008, 39 percent of Maine's population and 34 percent of private jobs were located in the MSA.

Between 2002 and 2008, the labor force in the MSA increased by 5.5 percent compared to an increase in the state labor force of 3.9 percent. During the same period, the region's annual unemployment rate was consistently lower than the state rate. In April 2009, the MSA's unemployment rate was 7.1 percent compared to the state rate of 8.9 percent.

## Characteristics of the Affected Workers

Demographic information was collected from 87 employees during Rapid Response sessions. Workers' reported age ranged from 23 to 62, with an average of 43 and average job tenure of 14 years. 92 percent were male, 14 percent were veterans, 76 percent completed high-school, and 23 percent completed some level of postsecondary training. Reported wages ranged from a low of \$11.50 to a high of \$40.00 per hour.

### Jobs in Demand – Current Job Openings in Maine

The duties of most affected workers fit into several Standard Occupational Classification (SOC) job titles:

- 51-2092 Team Assemblers
- 27-1021 Commercial and Industrial Designers
- 51-9198 Helpers, Production Workers
- 53-3032 Truck Drivers, Heavy or Tractor-Trailer
- 53-7051 Industrial Truck and Tractor Operators
- 51-7041 Sawing Machine Setters, Operators, and Tenders, Wood

Characteristic	Workers	Characteristic	Workers
Age		Town of Residence	
Less than 30	9	Saco	17
30 to 39	23	Biddeford	13
40 to 49	30	Old Orchard Beach	6
50 and over	25	Lyman	5
Average Age = 43		Portland	3
Years	Job Tenure	Springvale	3
0 to 4	12	Wells	3
5 to 9	17	Other	27
10 to 19	29		
20 and over	29		
Average Tenure = 14 years			

Occupational profiles matched to reported job titles of all affected workers are provided in the pages that follow.

A June 2009 search of job postings on the Maine CareerCenter Labor Exchange On the Net (LEON) job bank produced 386 postings for jobs of all types within 50 miles of Biddeford. When the keyword “manufacturing” was used, 24 postings resulted. The keyword “production” yielded 20 postings. Of course, the number of job postings at any particular time is subject to fluctuation. Job seekers should visit the CareerCenter web site ([www.maineccareercenter.com](http://www.maineccareercenter.com)) often in order to view new job postings soon after they are listed. Another useful resource is America’s Job Exchange ([www.americasjobexchange.com](http://www.americasjobexchange.com)), which offers job postings nationwide. There are many other job search sites available. CareerCenter staff can assist customers in locating sites most suited to their needs.

## **Re-Employment Prospects and the Employment Outlook**

Re-employment in manufacturing, which has been hard hit by the recession, is unlikely for most of the displaced workers. The economic base of the region continues to shift away from manufacturing into service-providing industries. Industries projected to gain the most jobs through 2014 include food services, health care, social assistance, and professional and business services. Manufacturing of transportation equipment, wood, textiles, food, and furniture products are among those industries projected to lose the most jobs.

While employment in production related occupations is projected to decline, some job openings will occur to meet replacement demand as remaining workers retire or otherwise leave the workforce. As the nearby table indicates, most job growth and job openings are expected in food preparation and serving, sales, healthcare, and management occupations.

High-paying jobs in growing occupations generally require specific technical skills. The skill sets of many dislocated production workers are not readily transferable to occupations common to growing industries, thus limiting their re-employment opportunities. (Industry and occupational projection information is provided in Appendices A - D at the back of this report.)

## **Retraining Possibilities**

The comparison analysis reports, or profiles provided in this report represent occupations determined to be related through use of the TORQ (Transitional Occupation Relationship Quotient) software and O\*NET. These comprehensive reports compare abilities, knowledge, and skills of the occupation most recently held to a related occupation. Related occupations were selected based on their Grand TORQ Score, and level of employment in Southern Maine. Occupations defined by TORQ as related but with no reportable employment in Southern Maine are not included. Also, occupations defined as related may themselves be declining, and therefore considered with caution as employment options. In many instances, job openings will occur to meet replacement demand rather than as new, growth-related jobs. This is particularly true during periods of economic decline. It should be noted that TORQ Comparison Reports are large, sometimes in excess of 10 pages for each related occupation. As such, only the top 5 or 6 related occupations are included for each primary occupation.

Counselors should also consider that many workers have experience, hobbies, and interests beyond those acquired in their most recent employment. These attributes may lead to the exploration of training opportunities not at all related to the affected worker’s former employment.

Clients should work with CareerCenter counselors to assess their skills and identify options for possible entry into occupations projected to grow in upcoming years. Brochures such as *Hot Jobs in Maine* and Internet resources such as America’s Career InfoNet, Career Voyages, and the Maine Employment Info Guide can help clients make career choices in today’s economy. As an alternative to long-term retraining, workers and placement specialists should look at the matched TORQ Comparison Report for a list of largest employing industries as a source of potential job openings.

## Projected Employment by Occupational Group in Southern Maine, 2004 to 2014 by Net Change

Occupation	Employment			Avg Annual Openings
	2004	2014	Net Change	
Total	265,478	296,483	31,005	9,637
Food Preparation and Serving Related	23,182	26,751	3,569	1,269
Sales and Related	29,696	33,075	3,379	1,291
Healthcare Practitioners and Technical	13,774	17,044	3,270	581
Management	15,885	18,225	2,340	528
Office and Administrative Support	43,752	46,016	2,264	1,334
Personal Care and Service	9,386	11,405	2,019	413
Transportation and Material Moving	17,510	19,446	1,936	585
Healthcare Support	6,797	8,713	1,916	298
Building and Grounds Cleaning and Maintenance	11,092	12,717	1,625	385
Community and Social Services	5,742	7,132	1,390	249
Installation, Maintenance, and Repair	10,893	12,259	1,366	388
Education, Training, and Library	14,351	15,655	1,304	434
Business and Financial Operations	10,287	11,521	1,234	307
Construction and Extraction	15,064	16,158	1,094	409
Protective Service	4,288	4,959	671	191
Computer and Mathematical	3,671	4,302	631	120
Arts, Design, Entertainment, Sports, and Media	4,113	4,728	615	140
Legal	2,191	2,543	352	61
Life, Physical, and Social Science	1,700	1,897	197	60
Architecture and Engineering	5,170	5,356	186	144
Farming, Fishing, and Forestry	1,061	1,168	107	40
Production	15,873	15,413	-460	413

### Transferable Skills

Every occupation has skill requirements that are transferable to other occupations. TORQ is a powerful application developed by Workforce Associates, Inc. which determines the Transferable Occupation Relationship Quotient of an occupation based on the abilities, skills, and knowledge associated with that occupation. TORQ harnesses the power of O\*NET (<http://online.onetcenter.org/>) to perform an analysis of occupational attributes to produce a single Grand TORQ Score that defines the transferability from one occupation to another. TORQ is currently in use by the Center for Workforce Research and Information (CWRI), of the Maine Department of Labor.

### Job Titles, Number of Workers, and Equivalent Occupational Codes

Occupational information provided by the affected workers was coded into 22 SOC occupations. These classifications are the basis for developing the TORQ Comparison Reports, or TORQ analyses. These comparative analyses match the abilities, skills, and knowledge of one occupation to another determined to be related by the TORQ software. The TORQ Comparison allows users to assess skills gaps that exist for workers choosing their next career path. Occupational matching and coding to the Standard Occupational Classification was based on worker



responses. Occupations employed at Wood Structures, Inc. but not previously reported may be encountered by CareerCenter staff. Use of O\*NET and the Dictionary of Occupational Titles cross-walk search will be useful in matching additional occupations. Counselors may also contact the Center for Workforce Research and Information for assistance.

REPORTED JOB TITLES	WORKERS	SOC	MATCHED SOC OCCUPATION TITLE
Inventory Manager	1	11-3011	Administrative Services Managers
Purchasing Manager	1	11-3061	Purchasing Managers
Transportation Manager	1	11-3071	Transportation, Storage, and Distribution Mgrs.
Purchasing	1	13-1023	Purchasing Agents, Exc Wholesale/Retail/Farm
Inside Sales Estimator, Estimator/Designer	2	13-1051	Cost Estimators
IT Admin.	1	15-1071	Network and Computer Systems Administrators
Designer/Team Leader, Designer, Senior Designer, Senior Approval Designer	10	27-1021	Commercial and Industrial Designers
Commercial Sales, Inside Sales, Inside Sales Manager, Inside Sales/Territory Coordinator	5	41-4011	Sales Representatives, Wholesale and Manufacturing, Technical/Scientific Products
Customer Service	1	43-4051	Customer Service Representatives
Dispatcher	1	43-5032	Dispatchers, Except Police, Fire, Ambulance
EWP Design Coordinator, Production Scheduler, Project Coordinator	4	43-5061	Production, Planning, & Expediting Clerks
EWP Inventory Specialist, Plate Orders	2	43-5081	Stock Clerks and Order Fillers
Maintenance	2	49-9041	Industrial Machinery Mechanics
Crew Chief-Wall Panel Production, Supervisor	4	51-1011	First-Line Supervisor/Managers of Production and Operating Workers
Builder Crew Leader, Crew Leader, Super-floater, Wall Panel Crew Leader	17	51-2092	Team Assemblers
Sawyer	5	51-7041	Sawing Machine Setters, Operators, and Tenders, Wood
Quality Control	1	51-9061	Inspectors, Sorters, Samplers, and Weighers
Floorman, Laborer, No Title Provided	10	51-9198	Helpers, Production Workers
Truck Driver	8	53-3032	Truck Drivers, Heavy and Tractor-Trailer
Forklift Operator, Lift Operator, Loader, Yardman	8	53-7051	Industrial Truck and Tractor Operators
Hydro Crew Leader	1	53-7061	Cleaners of Vehicles and Equipment
Saw Loader	1	53-7063	Machine Feeders and Offbearers

### TORQ Analysis Notes

Information provided in the TORQ Comparison Reports that follow is derived from several sources. The Grand TORQ score is determined by the comparison of abilities, skills, and knowledge of one occupation to another. Comparison reports were developed for the top 5 related occupations as determined by the Grand TORQ score. Related occupations for which no employment exists in Maine's Southern Region (York and Cumberland Counties) were not included.

TORQ scores may be interpreted as follows, within these value ranges:

TORQ Value	Interpretation
Above 95	The two occupations are virtually identical
90 – 95	The prospects for transition are excellent. No major ability barriers; minimal investment of time and money should close gaps in skills and/or knowledge.
85 – 89	Prospects are good for transition. There are likely to be a few more gaps in skills and knowledge that will need filling in some cases.

80 – 84	Fair prospects for transition with significant investment in training and/or education.
75 – 79	Some gaps likely to pose serious challenges for transition
Below 75	Some abilities, skills, and knowledge may be seriously misaligned. Prospects for transition are not particularly good, although not impossible, depending on individual circumstances.

Wage information provided in the TORQ Comparison Reports is 2007 statewide median annual wages. Hourly rates can be calculated by dividing the annual figure by 2,080 (40 hours per week at 52 weeks per year). Labor Market Comparison data are derived from the 2006 to 2016 occupational projections for Maine, and are statewide figures. Top Industry tables are derived from national staffing pattern data. The ASK Analysis, Experience and Education Comparison, Job Zone, and other information are obtained from the most recent O\*NET database. Please contact Merrill Huhtala ([Merrill.s.huhtala@maine.gov](mailto:Merrill.s.huhtala@maine.gov) or 207-621-5196) at the Center for Workforce Research and Information for assistance in interpreting the contents of these reports.

## MATCHED OCCUPATIONAL PROFILES

**MATCHED OCCUPATION:** Administrative Services Managers  
11-3011

**Reported Job Titles:**  
inventory manager

**Number of Affected Workers:** 1 **Training Requirements:** Bachelor's degree plus work experience **Average Wage** \$32.98

**Associated ONET Skills:** Social Perceptiveness    Time Management  
Reading Comprehension    Coordination  
Service Orientation    Active Listening  
Active Learning    Writing  
Instructing    Speaking

**Largest Employing Maine Industries**

Employment	Industry
150	Public Administration
130	Educational Services
120	Hospitals
70	Professional, Scientific, and Technical Services
60	Nursing and Residential Care Facilities
60	Ambulatory Health Care Services

Employment Forecast			Average Annual Openings	
	Maine Region		Maine Region	
Year 2006	1,079	451	Total	30
Year 2016	1,166	503	Due to Growth	9
Net Change	87	52	Due to Replacement	21
Percent Change	8.1%	12%		9

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
94	<a href="#">Municipal Clerks</a>	43.4031-02	1,190	\$27,650	37	9.0%
93	<a href="#">Billing, Cost, and Rate Clerks</a>	43.3021-02	1,990	\$27,580	28	1.0%
93	<a href="#">Human Resources Assistants, Except Payroll and Timekeeping</a>	43.4161-00	510	\$30,330	10	12%
93	<a href="#">Compensation, Benefits, and Job Analysis Specialists</a>	13.1072-00	770	\$43,900	23	8.0%
92	<a href="#">License Clerks</a>	43.4031-03	1,190	\$27,650	37	9.0%
92	<a href="#">Executive Secretaries and Administrative Assistants</a>	43.6011-00	3,330	\$38,830	76	6.0%
92	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	-3.0%
92	Procurement Clerks	43.3061-00	n/a	\$33,300	5	-2.0%
92	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	-6.0%
92	Bill and Account Collectors	43.3011-00	1,590	\$29,770	41	11%
92	Insurance Claims Clerks	43.9041-01	1,810	\$31,380	22	-8.0%
91	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	9.0%
91	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.0%
91	Property, Real Estate, and Community Association Managers	11.9141-00	390	\$43,920	19	14%

**MATCHED OCCUPATION:** Purchasing Managers  
11-3061

**Reported Job Titles:**  
purchasing manager

**Number of Affected Workers:** 1 **Training Requirements:** Bachelor's degree plus work experience

**Average Wage** \$39.32

**Associated ONET Skills:** Active Listening      Critical Thinking  
Judgment and Decision Making      Reading Comprehension  
Active Learning      Management of Material Resources  
Negotiation      Mathematics  
Time Management      Operations Analysis

**Largest Employing Maine Industries**

Employment	Industry
30	Paper Manufacturing
10	Merchant Wholesalers, Durable Goods
10	Wood Product Manufacturing
10	Merchant Wholesalers, Nondurable Goods
10	Management of Companies and Enterprises

Employment Forecast			Average Annual Openings		
	Maine Region		Maine Region		
Year 2006	311	103	Total	7	4
Year 2016	304	118	Due to Growth	0	2
Net Change	-7	15	Due to Replacement	7	2
Percent Change	-2.3%	15%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
91	<a href="#">Production, Planning, and Expediting Clerks</a>	43.5061-00	1,320	\$38,490	35	-1.0%
90	<a href="#">Purchasing Agents, Except Wholesale, Retail, and Farm Products</a>	13.1023-00	920	\$45,210	21	-2.0%
89	<a href="#">Procurement Clerks</a>	43.3061-00	n/a	\$33,300	5	-2.0%
89	<a href="#">Storage and Distribution Managers</a>	11.3071-02	710	\$62,270	25	5.0%
89	<a href="#">Cost Estimators</a>	13.1051-00	750	\$44,990	25	14%
89	Treasurers and Controllers	11.3031-01	2,440	\$67,670	58	7.0%
89	Postmasters and Mail Superintendents	11.9131-00	420	\$55,200	10	-5.0%
89	Budget Analysts	13.2031-00	170	\$57,290	5	3.0%
88	Industrial Production Managers	11.3051-00	690	\$72,560	24	-12%
88	Auditors	13.2011-02	3,250	\$48,110	113	11%
88	Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	\$43,900	23	8.0%
88	Sales Agents, Financial Services	41.3031-02	n/a	\$65,230	33	5.0%
88	General and Operations Managers	11.1021-00	8,490	\$77,050	209	-5.0%
88	Financial Managers, Branch or Department	11.3031-02	2,440	\$67,670	58	7.0%

**MATCHED OCCUPATION:** Transportation, Storage, and Distribution Managers  
11-3071

**Reported Job Titles:**  
transportation manager

**Number of Affected Workers:** 1 **Training Requirements:** Work experience in a related occupation **Average Wage** \$33.93

**Associated ONET Skills:** Reading Comprehension Time Management  
Coordination Active Listening  
Critical Thinking Speaking  
Active Learning Learning Strategies  
Writing Judgment and Decision Making

**Largest Employing Maine Industries**

Employment	Industry
140	Truck Transportation
110	Public Administration
70	Merchant Wholesalers, Nondurable Goods
40	Educational Services
40	Warehousing and Storage
30	Support Activities for Transportation

Employment Forecast			Average Annual Openings		
Maine Region			Maine Region		
Year 2006	612	245	Total	18	8
Year 2016	669	275	Due to Growth	6	3
Net Change	57	30	Due to Replacement	12	5
Percent Change	9.3%	12%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
91	<a href="#">First-Line Supervisors/Managers of Non-Retail Sales Workers</a>	41.1012-00	930	\$55,220	19	-1.0%
91	<a href="#">Postmasters and Mail Superintendents</a>	11.9131-00	420	\$55,200	10	-5.0%
91	<a href="#">Parts Salespersons</a>	41.2022-00	1,390	\$27,760	16	-7.0%
91	<a href="#">Procurement Clerks</a>	43.3061-00	n/a	\$33,300	5	-2.0%
90	<a href="#">Employment Interviewers</a>	13.1071-01	610	\$41,200	19	10%
90	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490	35	-1.0%
90	Financial Managers, Branch or Department	11.3031-02	2,440	\$67,670	58	7.0%
90	First-Line Supervisors/Managers of Retail Sales Workers	41.1011-00	6,900	\$31,720	216	.00%
90	Sales Agents, Financial Services	41.3031-02	n/a	\$65,230	33	5.0%
90	Customer Service Representatives	43.4051-00	8,100	\$27,330	359	16%
89	Transportation Managers	11.3071-01	710	\$62,270	25	5.0%
89	Lodging Managers	11.9081-00	520	\$43,350	62	17%
89	Wholesale and Retail Buyers, Except Farm Products	13.1022-00	490	\$38,660	12	-2.0%
89	Personnel Recruiters	13.1071-02	610	\$41,200	19	10%

**MATCHED OCCUPATION:** Purchasing Agents, Except Wholesale, Retail, and Farm Product Sales  
13-1023

**Reported Job Titles:**  
purchasing

**Number of Affected Workers:** 1 **Training Requirements:** Work experience in a related occupation **Average Wage** \$26.07

**Associated ONET Skills:** Speaking  
Judgment and Decision Making  
Reading Comprehension  
Time Management  
Active Learning  
Active Listening  
Critical Thinking  
Writing  
Mathematics  
Negotiation

**Largest Employing Maine Industries**

Employment	Industry
110	Public Administration
80	Hospitals
70	Administrative and Support Services
60	Transportation Equipment Manufacturing
60	Fabricated Metal Product Manufacturing
50	Merchant Wholesalers, Durable Goods

Employment Forecast			Average Annual Openings	
Maine Region			Maine Region	
Year 2006	914	364	Total	26
Year 2016	945	392	Due to Growth	3
Net Change	31	28	Due to Replacement	9
Percent Change	3.4%	7.7%		

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
93	<a href="#">Payroll and Timekeeping Clerks</a>	43.3051-00	650	\$30,470	17	-3.0%
93	<a href="#">Procurement Clerks</a>	43.3061-00	n/a	\$33,300	5	-2.0%
90	<a href="#">Statement Clerks</a>	43.3021-01	1,990	\$27,580	28	1.0%
90	<a href="#">Billing, Posting, and Calculating Machine Operators</a>	43.3021-03	1,990	\$27,580	28	1.0%
90	<a href="#">Insurance Policy Processing Clerks</a>	43.9041-02	1,810	\$31,380	22	-8.0%
90	<a href="#">Billing, Cost, and Rate Clerks</a>	43.3021-02	1,990	\$27,580	28	1.0%
90	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840	177	6.0%
90	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	6.0%
89	Loan Interviewers and Clerks	43.4131-00	770	\$28,060	14	-9.0%
89	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	-6.0%
89	Municipal Clerks	43.4031-02	1,190	\$27,650	37	9.0%
89	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490	35	-1.0%
88	Tax Preparers	13.2082-00	n/a	\$23,860	0	.00%
88	Market Research Analysts	19.3021-00	200	\$49,960	2	3.0%

**MATCHED OCCUPATION:** Cost Estimators  
13-1051

**Reported Job Titles:**

inside sale estimator, estimator/designer

**Number of Affected Workers:**

**2 Training Requirements:** Work experience in a related occupation

**Average Wage** \$25.36

**Associated ONET Skills:** Reading Comprehension      Critical Thinking  
Active Listening      Writing  
Speaking      Mathematics  
Judgment and Decision Making      Active Learning  
Complex Problem Solving      Persuasion

**Largest Employing Maine Industries**

Employment	Industry
290	Specialty Trade Contractors
80	Construction of Buildings
80	Heavy and Civil Engineering Construction
50	Building Material and Garden Equipment and Supplies Dealers
40	Fabricated Metal Product Manufacturing
30	Repair and Maintenance

Employment Forecast			Average Annual Openings		
Maine Region			Maine Region		
Year 2006	651	256	Total	23	10
Year 2016	726	293	Due to Growth	8	4
Net Change	75	37	Due to Replacement	15	6
Percent Change	12%	14%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
93	<a href="#">Purchasing Agents, Except Wholesale, Retail, and Farm Products</a>	13.1023-00	920	\$45,210	21	-2.0%
92	<a href="#">Loan Interviewers and Clerks</a>	43.4131-00	770	\$28,060	14	-9.0%
91	<a href="#">Insurance Policy Processing Clerks</a>	43.9041-02	1,810	\$31,380	22	-8.0%
91	<a href="#">Payroll and Timekeeping Clerks</a>	43.3051-00	650	\$30,470	17	-3.0%
91	<a href="#">Procurement Clerks</a>	43.3061-00	n/a	\$33,300	5	-2.0%
91	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490	35	-1.0%
90	Wholesale and Retail Buyers, Except Farm Products	13.1022-00	490	\$38,660	12	-2.0%
90	Market Research Analysts	19.3021-00	200	\$49,960	2	3.0%
90	Statement Clerks	43.3021-01	1,990	\$27,580	28	1.0%
90	Insurance Underwriters	13.2053-00	460	\$56,090	12	-1.0%
90	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
89	Compensation, Benefits, and Job Analysis Specialists	13.1072-00	770	\$43,900	23	8.0%
89	First-Line Supervisors/Managers of Non-Retail Sales Workers	41.1012-00	930	\$55,220	19	-1.0%
89	Sales Agents, Financial Services	41.3031-02	n/a	\$65,230	33	5.0%



**MATCHED OCCUPATION:** Network and Computer Systems Administrators  
15-1071

**Reported Job Titles:**  
it ADMIN

**Number of Affected Workers:** 1 **Training Requirements:** Bachelor's degree **Average Wage** \$29.96

**Associated ONET Skills:** Reading Comprehension    Active Listening  
Critical Thinking    Speaking  
Complex Problem Solving    Monitoring  
Systems Evaluation    Time Management  
Writing    Coordination

**Largest Employing Maine Industries**

Employment	Industry
200	Professional, Scientific, and Technical Services
150	Public Administration
100	Credit Intermediation and Related Activities
80	Educational Services
70	Management of Companies and Enterprises
60	Hospitals

Employment Forecast			Average Annual Openings		
Maine Region			Maine Region		
Year 2006	993	426	Total	37	17
Year 2016	1,253	550	Due to Growth	26	12
Net Change	260	124	Due to Replacement	11	5
Percent Change	26%	29%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
93	<a href="#">Computer Systems Analysts</a>	15.1051-00	1,650	\$69,340	78	20%
91	<a href="#">Network Systems and Data Communications Analysts</a>	15.1081-00	610	\$59,790	54	47%
90	<a href="#">Computer Support Specialists</a>	15.1041-00	1,670	\$40,200	61	5.0%
90	<a href="#">Desktop Publishers</a>	43.9031-00	130	\$32,200	5	14%
89	<a href="#">Computer, Automated Teller, and Office Machine Repairers</a>	49.2011-00	640	\$32,000	12	3.0%
89	Computer Programmers	15.1021-00	720	\$58,240	16	-12%
89	Database Administrators	15.1061-00	300	\$60,260	11	20%
88	Avionics Technicians	49.2091-00	20	\$34,970	0	6.0%
87	Electrical Engineering Technicians	17.3023-03	430	\$45,180	9	-20%
86	Computer Software Engineers, Systems Software	15.1032-00	290	\$73,410	8	11%
86	Computer Operators	43.9011-00	230	\$33,120	4	-30%
86	Audio-Visual Collections Specialists	25.9011-00	n/a	\$30,190	0	.00%
85	Audio and Video Equipment Technicians	27.4011-00	110	\$36,210	6	17%
85	Customer Service Representatives	43.4051-00	8,100	\$27,330	359	16%

MATCHED OCCUPATION: Commercial and Industrial Designers  
27-1021

Reported Job Titles:  
designer/team leader, senior approval designer, senior designer, designer

Number of Affected Workers: 10 Training Requirements: Bachelor's degree Average Wage \$30.82

Associated ONET Skills: Time Management      Active Listening  
Reading Comprehension      Mathematics  
Judgment and Decision Making      Operations Analysis  
Troubleshooting      Writing  
Critical Thinking      Active Learning

Largest Employing Maine Industries  
Employment      Industry  
50      Miscellaneous Manufacturing

Employment Forecast			Average Annual Openings		
Maine Region			Maine Region		
Year 2006	82	38	Total	1	1
Year 2016	85	42	Due to Growth	0	0
Net Change	3	4	Due to Replacement	1	1
Percent Change	3.7%	11%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
93	<a href="#">Electronic Drafters</a>	17.3012-01	90	\$44,860	3	-16%
91	<a href="#">Electrical Drafters</a>	17.3012-02	90	\$44,860	3	-16%
89	Fabric and Apparel Patternmakers	51.6092-00	20	\$29,670	0	-6.0%
88	<a href="#">Mechanical Drafters</a>	17.3013-00	710	\$46,630	22	2.0%
88	<a href="#">Mapping Technicians</a>	17.3031-02	190	\$33,210	5	5.0%
87	<a href="#">Electronics Engineers, Except Computer</a>	17.2072-00	210	\$76,420	4	-26%
87	<a href="#">Industrial Engineers</a>	17.2112-00	580	\$68,350	22	11%
87	Civil Drafters	17.3011-02	680	\$39,040	22	2.0%
87	Civil Engineering Technicians	17.3022-00	520	\$41,170	10	.00%
87	Fashion Designers	27.1022-00	60	\$71,370	1	19%
87	Industrial Engineering Technicians	17.3026-00	370	\$51,700	9	6.0%
86	Multi-Media Artists and Animators	27.1014-00	70	\$44,630	10	9.0%
86	Desktop Publishers	43.9031-00	130	\$32,200	5	14%
86	Marine Architects	17.2121-02	60	\$75,520	1	-9.0%

**MATCHED OCCUPATION:** Sales Representatives, Wholesale and Manufacturing, Technical  
41-4011

**Reported Job Titles:**

sales, inside sales/territory coordinator, commercial sales, inside sales, inside sales manager

**Number of Affected Workers:** 5 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$36.99

**Associated ONET Skills:** Speaking Persuasion  
Active Listening Time Management  
Social Perceptiveness Negotiation  
Service Orientation Reading Comprehension  
Critical Thinking Active Learning

**Largest Employing Maine Industries**

Employment	Industry
300	Merchant Wholesalers, Durable Goods
140	Professional, Scientific, and Technical Services
50	Computer and Electronic Product Manufacturing
30	Chemical Manufacturing
20	Telecommunications
	Machinery Manufacturing

Employment Forecast			Average Annual Openings		
Maine Region			Maine Region		
Year 2006	864	390	Total	35	15
Year 2016	987	436	Due to Growth	12	5
Net Change	123	46	Due to Replacement	23	10
Percent Change	14%	12%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
92	<a href="#">Sales Agents, Financial Services</a>	41.3031-02	n/a	\$65,230	33	5.0%
91	<a href="#">Sales Agents, Securities and Commodities</a>	41.3031-01	n/a	\$65,230	33	5.0%
91	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	41.9091-00	n/a	\$18,120	0	.00%
91	<a href="#">Insurance Sales Agents</a>	41.3021-00	1,620	\$43,290	80	4.0%
91	<a href="#">Telemarketers</a>	41.9041-00	1,670	\$23,680	59	-18%
90	<a href="#">Sales Managers</a>	11.2022-00	1,310	\$72,720	32	3.0%
90	Market Research Analysts	19.3021-00	200	\$49,960	2	3.0%
90	Personal Financial Advisors	13.2052-00	360	\$94,100	13	10%
90	Insurance Underwriters	13.2053-00	460	\$56,090	12	-1.0%
90	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.0%
89	New Accounts Clerks	43.4141-00	210	\$28,080	6	-14%
89	Advertising Sales Agents	41.3011-00	680	\$34,530	25	15%
89	Loan Interviewers and Clerks	43.4131-00	770	\$28,060	14	-9.0%
89	Loan Officers	13.2072-00	1,450	\$49,380	29	9.0%

**MATCHED OCCUPATION:** Customer Service Representatives  
43-4051

**Reported Job Titles:**  
customer service

**Number of Affected Workers:** 1 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$14.74

**Associated ONET Skills:** Active Listening      Reading Comprehension  
Speaking      Monitoring  
Time Management      Service Orientation  
Active Learning      Learning Strategies  
Writing      Critical Thinking

**Largest Employing Maine Industries**

Employment	Industry
1,400	Credit Intermediation and Related Activities
1,060	Insurance Carriers and Related Activities
1,030	Administrative and Support Services
640	Professional, Scientific, and Technical Services
520	Telecommunications
320	Hospitals

Employment Forecast			Average Annual Openings		
	Maine Region		Maine Region		
Year 2006	8,406	4,094	Total	257	137
Year 2016	9,724	4,852	Due to Growth	132	76
Net Change	1,318	758	Due to Replacement	125	61
Percent Change	16%	19%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
96	<a href="#">Insurance Claims Clerks</a>	43.9041-01	1,810	\$31,380	22	-8.0%
95	<a href="#">Insurance Policy Processing Clerks</a>	43.9041-02	1,810	\$31,380	22	-8.0%
95	<a href="#">License Clerks</a>	43.4031-03	1,190	\$27,650	37	9.0%
94	<a href="#">Switchboard Operators, Including Answering Service</a>	43.2011-00	840	\$22,920	18	-12%
94	<a href="#">Brokerage Clerks</a>	43.4011-00	270	\$39,120	8	-13%
94	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	9.0%
93	Insurance Underwriters	13.2053-00	460	\$56,090	12	-1.0%
93	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%
93	New Accounts Clerks	43.4141-00	210	\$28,080	6	-14%
93	Tellers	43.3071-00	2,970	\$21,770	184	18%
93	Loan Interviewers and Clerks	43.4131-00	770	\$28,060	14	-9.0%
92	Hotel, Motel, and Resort Desk Clerks	43.4081-00	1,440	\$21,370	83	10%
91	Tax Examiners, Collectors, and Revenue Agents	13.2081-00	450	\$36,790	13	5.0%
91	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	6.0%

MATCHED OCCUPATION: Dispatchers, Except Police, Fire, and Ambulance  
43-5032

Reported Job Titles:  
dispatcher

Number of Affected Workers: 1 Training Requirements: Moderate-term on-the-job training      Average Wage \$15.66

Associated ONET Skills: Active Listening      Judgment and Decision Making  
Reading Comprehension      Speaking  
Time Management      Critical Thinking  
Monitoring      Learning Strategies  
Active Learning      Instructing

Largest Employing Maine Industries

Employment	Industry
130	Truck Transportation
90	Management of Companies and Enterprises
70	Administrative and Support Services
70	Nonstore Retailers
60	Specialty Trade Contractors
40	Transit and Ground Passenger Transportation

Employment Forecast			Average Annual Openings		
Maine Region			Maine Region		
Year 2006	807	286	Total	17	8
Year 2016	807	302	Due to Growth	0	2
Net Change	0	16	Due to Replacement	17	6
Percent Change	.00%	5.6%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
88	<a href="#">Executive Secretaries and Administrative Assistants</a>	43.6011-00	3,330	\$38,830	76	6.0%
88	<a href="#">Secretaries, Except Legal, Medical, and Executive</a>	43.6014-00	10,400	\$28,260	172	-6.0%
88	<a href="#">License Clerks</a>	43.4031-03	1,190	\$27,650	37	9.0%
88	<a href="#">Cargo and Freight Agents</a>	43.5011-00	170	\$40,360	5	5.0%
87	<a href="#">Insurance Claims Clerks</a>	43.9041-01	1,810	\$31,380	22	-8.0%
87	Procurement Clerks	43.3061-00	n/a	\$33,300	5	-2.0%
87	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	9.0%
87	Switchboard Operators, Including Answering Service	43.2011-00	840	\$22,920	18	-12%
87	Court Clerks	43.4031-01	1,190	\$27,650	37	9.0%
86	Bill and Account Collectors	43.3011-00	1,590	\$29,770	41	11%
86	Payroll and Timekeeping Clerks	43.3051-00	650	\$30,470	17	-3.0%
86	Insurance Policy Processing Clerks	43.9041-02	1,810	\$31,380	22	-8.0%
86	Medical Records and Health Information Technicians	29.2071-00	760	\$29,180	34	16%
86	Billing, Cost, and Rate Clerks	43.3021-02	1,990	\$27,580	28	1.0%

**MATCHED OCCUPATION:** Production, Planning, and Expediting Clerks  
43-5061

**Reported Job Titles:**

EWP design coordinator, production scheduler, project coordinator

**Number of Affected Workers:** 4 **Training Requirements:** Short-term on-the-job training **Average Wage** \$21.62

**Associated ONET Skills:** Active Listening      Reading Comprehension  
Coordination      Speaking  
Judgment and Decision Making      Active Learning  
Time Management      Writing  
Service Orientation      Mathematics

**Largest Employing Maine Industries**

Employment	Industry
60	Paper Manufacturing
50	Hospitals
40	Warehousing and Storage
40	Postal Service
40	Management of Companies and Enterprises
30	Merchant Wholesalers, Nondurable Goods

Employment Forecast			Average Annual Openings		
	Maine Region		Maine Region		
Year 2006	1,215	395	Total	29	13
Year 2016	1,144	425	Due to Growth	0	3
Net Change	-71	30	Due to Replacement	29	10
Percent Change	-5.8%	7.6%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
93	<a href="#">Procurement Clerks</a>	43.3061-00	n/a	\$33,300	5	-2.0%
93	<a href="#">Insurance Policy Processing Clerks</a>	43.9041-02	1,810	\$31,380	22	-8.0%
91	<a href="#">Payroll and Timekeeping Clerks</a>	43.3051-00	650	\$30,470	17	-3.0%
91	<a href="#">Billing, Cost, and Rate Clerks</a>	43.3021-02	1,990	\$27,580	28	1.0%
91	<a href="#">Insurance Claims Clerks</a>	43.9041-01	1,810	\$31,380	22	-8.0%
90	Brokerage Clerks	43.4011-00	270	\$39,120	8	-13%
90	Purchasing Agents, Except Wholesale, Retail, and Farm Products	13.1023-00	920	\$45,210	21	-2.0%
89	Insurance Underwriters	13.2053-00	460	\$56,090	12	-1.0%
89	Bookkeeping, Accounting, and Auditing Clerks	43.3031-00	7,220	\$29,840	177	6.0%
89	Loan Interviewers and Clerks	43.4131-00	770	\$28,060	14	-9.0%
89	Receptionists and Information Clerks	43.4171-00	2,680	\$23,230	95	9.0%
89	Secretaries, Except Legal, Medical, and Executive	43.6014-00	10,400	\$28,260	172	-6.0%
89	Executive Secretaries and Administrative Assistants	43.6011-00	3,330	\$38,830	76	6.0%
89	Desktop Publishers	43.9031-00	130	\$32,200	5	14%

**MATCHED OCCUPATION:** Stock Clerks and Order Fillers  
43-5081

**Reported Job Titles:**

plate orders, EWP inventory specialist

**Number of Affected Workers:** 2 **Training Requirements:** Short-term on-the-job training **Average Wage** \$10.85

**Associated ONET Skills:** Active Listening      Speaking  
Reading Comprehension      Coordination  
Social Perceptiveness      Service Orientation  
Time Management      Mathematics  
Active Learning      Learning Strategies

**Largest Employing Maine Industries**

Employment	Industry
3,000	Food and Beverage Stores
1,840	General Merchandise Stores
310	Merchant Wholesalers, Durable Goods
280	Building Material and Garden Equipment and Supplies Dealers
250	Sporting Goods, Hobby, Book, and Music Stores
180	Gasoline Stations

Employment Forecast			Average Annual Openings		
	Maine Region		Maine Region		
Year 2006	6,725	2,572	Total	249	95
Year 2016	6,226	2,473	Due to Growth	0	0
Net Change	-499	-99	Due to Replacement	249	95
Percent Change	-7.4%	-3.8%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
83	<a href="#">Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop</a>	35.9031-00	1,190	\$18,840	94	8.0%
83	<a href="#">Stock Clerks, Sales Floor</a>	43.5081-01	7,670	\$19,860	180	-9.0%
82	<a href="#">Graders and Sorters, Agricultural Products</a>	45.2041-00	170	\$17,170	4	-21%
81	Locker Room, Coatroom, and Dressing Room Attendants	39.3093-00	20	\$15,760	1	10%
81	<a href="#">Counter and Rental Clerks</a>	41.2021-00	1,980	\$19,640	103	13%
81	<a href="#">Postal Service Mail Sorters, Processors, and Processing Machine Operators</a>	43.5053-00	970	\$41,950	10	-12%
81	Packers and Packagers, Hand	53.7064-00	3,780	\$-	45	-9.0%
80	Food Servers, Nonrestaurant	35.3041-00	890	\$18,050	21	8.0%
80	Dining Room and Cafeteria Attendants and Bartender Helpers	35.9011-00	800	\$15,960	40	7.0%
80	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	35.3022-00	1,520	\$17,050	115	6.0%
79	Ushers, Lobby Attendants, and Ticket Takers	39.3031-00	n/a	\$16,870	14	13%
79	Postal Service Mail Carriers	43.5052-00	1,730	\$43,190	50	-3.0%
79	Dietetic Technicians	29.2051-00	170	\$27,270	7	13%
79	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250	13	-19%

MATCHED OCCUPATION: Industrial Machinery Mechanics  
49-9041

Reported Job Titles:  
maintenance, maintenance

Number of Affected Workers: 2 Training Requirements: Long-term on-the-job training      Average Wage \$21.68

Associated ONET Skills: Repairing      Troubleshooting  
Equipment Maintenance      Equipment Selection  
Installation      Critical Thinking  
Operation Monitoring      Reading Comprehension  
Active Listening      Operation and Control

Largest Employing Maine Industries

Employment	Industry
120	Food Manufacturing
110	Public Administration
100	Plastics and Rubber Products Manufacturing
90	Wood Product Manufacturing
40	Leather and Allied Product Manufacturing
30	Utilities

Employment Forecast			Average Annual Openings		
Maine Region			Maine Region		
Year 2006	943	384	Total	19	8
Year 2016	925	386	Due to Growth	0	0
Net Change	-18	2	Due to Replacement	19	8
Percent Change	-1.9%	.52%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
94	<a href="#">Electric Motor, Power Tool, and Related Repairers</a>	49.2092-00	170	\$31,210	6	-12%
94	<a href="#">Maintenance Workers, Machinery</a>	49.9043-00	290	\$34,100	5	-17%
92	<a href="#">Millwrights</a>	49.9044-00	830	\$41,280	11	-12%
91	Cooling and Freezing Equipment Operators and Tenders	51.9193-00	20	\$27,900	1	-29%
91	<a href="#">Welders, Cutters, and Welder Fitters</a>	51.4121-06	1,610	\$38,030	49	7.0%
91	<a href="#">Maintenance and Repair Workers, General</a>	49.9042-00	5,140	\$31,020	31	3.0%
91	Helpers--Installation, Maintenance, and Repair Workers	49.9098-00	590	\$20,870	18	9.0%
91	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010	1	-45%
90	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-8.0%
90	Mobile Heavy Equipment Mechanics, Except Engines	49.3042-00	880	\$37,010	22	5.0%
90	Farm Equipment Mechanics	49.3041-00	80	\$28,580	2	-9.0%
90	Motorboat Mechanics	49.3051-00	240	\$34,980	8	6.0%
90	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and	51.4034-00	110	\$34,350	2	-9.0%
89	Recreational Vehicle Service Technicians	49.3092-00	70	\$29,640	1	6.0%



MATCHED OCCUPATION: First-Line Supervisors/Managers of Production and Operating  
51-1011

Reported Job Titles:  
supervisor, crew chiefWall panel production

Number of Affected Workers: 4 Training Requirements: Work experience in a related occupation Average Wage \$24.91

Associated ONET Skills: Active Listening  
Management of Personnel Resources  
Monitoring  
Time Management  
Judgment and Decision Making  
Reading Comprehension  
Instructing  
Speaking  
Critical Thinking  
Coordination

Largest Employing Maine Industries

Employment	Industry
500	Transportation Equipment Manufacturing
320	Fabricated Metal Product Manufacturing
260	Wood Product Manufacturing
210	Food Manufacturing
210	Paper Manufacturing
200	Public Administration

Employment Forecast			Average Annual Openings		
Maine Region			Maine Region		
Year 2006	3,722	1,270	Total	78	31
Year 2016	3,602	1,306	Due to Growth	0	4
Net Change	-120	36	Due to Replacement	78	27
Percent Change	-3.2%	2.8%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	<a href="#">Inspectors, Testers, Sorters, Samplers, and Weighers</a>	51.9061-00	1,700	\$29,700	26	-14%
90	<a href="#">Industrial Production Managers</a>	11.3051-00	690	\$72,560	24	-12%
89	<a href="#">First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers,</a>	53.1021-00	1,160	\$34,540	37	11%
89	<a href="#">Storage and Distribution Managers</a>	11.3071-02	710	\$62,270	25	5.0%
89	<a href="#">Mail Clerks and Mail Machine Operators, Except Postal Service</a>	43.9051-00	490	\$23,250	13	-19%
88	Production, Planning, and Expediting Clerks	43.5061-00	1,320	\$38,490	35	-1.0%
88	Industrial Engineering Technicians	17.3026-00	370	\$51,700	9	6.0%
88	Bakers	51.3011-00	740	\$24,170	24	5.0%
87	Postmasters and Mail Superintendents	11.9131-00	420	\$55,200	10	-5.0%
87	First-Line Supervisors/Managers of Retail Sales Workers	41.1011-00	6,900	\$31,720	216	.00%
87	Marking Clerks	43.5081-02	7,670	\$19,860	180	-9.0%
86	First-Line Supervisors/Managers of Food Preparation and Serving Workers	35.1012-00	3,970	\$27,520	64	8.0%
86	Team Assemblers	51.2092-00	3,850	\$23,730	82	-7.0%
86	Fabric and Apparel Patternmakers	51.6092-00	20	\$29,670	0	-6.0%

**MATCHED OCCUPATION:** Team Assemblers  
51-2092

**Reported Job Titles:**

superfloater, crew leader, builder crew leader, wall panel crew leader, builder crew leader

**Number of Affected Workers:** 17 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$13.26

**Associated ONET Skills:** Learning Strategies      Active Listening  
Quality Control Analysis      Active Learning  
Instructing      Operation Monitoring  
Reading Comprehension      Equipment Selection  
Speaking      Coordination

**Largest Employing Maine Industries**

Employment	Industry
420	Food Manufacturing
400	Transportation Equipment Manufacturing
380	Plastics and Rubber Products Manufacturing
330	Administrative and Support Services
320	Wood Product Manufacturing
240	Miscellaneous Manufacturing

Employment Forecast			Average Annual Openings		
	Maine Region		Maine Region		
Year 2006	3,918	1,450	Total	101	38
Year 2016	3,700	1,424	Due to Growth	0	0
Net Change	-218	-26	Due to Replacement	101	38
Percent Change	-5.6%	-1.8%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
89	<a href="#">Solderers and Brazers</a>	51.4121-07	1,610	\$38,030	49	7.0%
89	<a href="#">Coil Winders, Tapers, and Finishers</a>	51.2021-00	90	\$31,910	1	-53%
89	<a href="#">Sewing Machine Operators</a>	51.6031-00	1,080	\$22,440	10	-8.0%
87	<a href="#">Sawing Machine Setters, Operators, and Tenders, Wood</a>	51.7041-00	700	\$24,790	15	-8.0%
87	<a href="#">Inspectors, Testers, Sorters, Samplers, and Weighers</a>	51.9061-00	1,700	\$29,700	26	-14%
87	Helpers--Production Workers	51.9198-00	1,490	\$22,260	37	-10%
87	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250	13	-19%
87	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010	1	-45%
87	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26%
86	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.0%
86	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350	12	-23%
86	Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	-22%
85	Molding and Casting Workers	51.9195-07	n/a	\$26,980	20	7.0%
85	Cutters and Trimmers, Hand	51.9031-00	70	\$21,810	2	8.0%

**MATCHED OCCUPATION:** Sawing Machine Setters, Operators, and Tenders, Wood  
51-7041

**Reported Job Titles:**  
sawyer, Sawyer

**Number of Affected Workers:** 5 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$13.37

**Associated ONET Skills:** Operation and Control    Operation Monitoring  
Equipment Maintenance    Active Listening  
Mathematics    Troubleshooting  
Critical Thinking    Repairing  
Speaking    Equipment Selection

**Largest Employing Maine Industries**

Employment	Industry
520	Wood Product Manufacturing
40	Building Material and Garden Equipment and Supplies Dealers
.	Forestry and Logging

Employment Forecast			Average Annual Openings		
	Maine Region			Maine Region	
Year 2006	989	175	Total	28	5
Year 2016	789	151	Due to Growth	0	0
Net Change	-200	-24	Due to Replacement	28	5
Percent Change	-20%	-14%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
91	<a href="#">Woodworking Machine Setters, Operators, and Tenders, Except Sawing</a>	51.7042-00	900	\$23,040	23	-12%
91	<a href="#">Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and</a>	51.4034-00	110	\$34,350	2	-9.0%
91	<a href="#">Welders, Cutters, and Welder Fitters</a>	51.4121-06	1,610	\$38,030	49	7.0%
90	<a href="#">Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, a</a>	51.9041-00	260	\$28,330	5	-7.0%
90	<a href="#">Team Assemblers</a>	51.2092-00	3,850	\$23,730	82	-7.0%
90	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26%
88	Machine Feeders and Offbearers	53.7063-00	480	\$26,820	9	-22%
88	Cutting and Slicing Machine Setters, Operators, and Tenders	51.9032-00	710	\$31,350	12	-23%
88	Engine and Other Machine Assemblers	51.2031-00	20	\$29,010	1	-45%
87	Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	-8.0%
87	Bindery Workers	51.5011-00	350	\$26,130	5	-20%
87	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620	2	-15%
87	Coil Winders, Tapers, and Finishers	51.2021-00	90	\$31,910	1	-53%
87	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	51.4022-00	20	\$28,330	1	-18%

**MATCHED OCCUPATION:** Inspectors, Testers, Sorters, Samplers, and Weighers  
51-9061

**Reported Job Titles:**  
Quality control

**Number of Affected Workers:** 1 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$16.17

**Associated ONET Skills:** Quality Control Analysis Reading Comprehension  
Active Listening Instructing  
Operation Monitoring Learning Strategies  
Mathematics Speaking  
Active Learning Time Management

#### Largest Employing Maine Industries

Employment	Industry
170	Paper Manufacturing
170	Food Manufacturing
130	Wood Product Manufacturing
100	Fabricated Metal Product Manufacturing
90	Plastics and Rubber Products Manufacturing
70	Computer and Electronic Product Manufacturing

Employment Forecast			Average Annual Openings		
	Maine Region		Maine Region		
Year 2006	1,886	883	Total	43	20
Year 2016	1,747	881	Due to Growth	0	0
Net Change	-139	-2	Due to Replacement	43	20
Percent Change	-7.4%	-.23%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	<a href="#">Mail Clerks and Mail Machine Operators, Except Postal Service</a>	43.9051-00	490	\$23,250	13	-19%
87	<a href="#">Solderers and Brazers</a>	51.4121-07	1,610	\$38,030	49	7.0%
87	Photographic Processing Machine Operators	51.9132-00	250	\$20,170	9	-54%
85	<a href="#">Order Fillers, Wholesale and Retail Sales</a>	43.5081-04	7,670	\$19,860	180	-9.0%
85	<a href="#">Team Assemblers</a>	51.2092-00	3,850	\$23,730	82	-7.0%
85	<a href="#">Sewing Machine Operators</a>	51.6031-00	1,080	\$22,440	10	-8.0%
85	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26%
84	Postal Service Mail Sorters, Processors, and Processing Machine Operators	43.5053-00	970	\$41,950	10	-12%
84	Marking Clerks	43.5081-02	7,670	\$19,860	180	-9.0%
84	Food Batchmakers	51.3092-00	640	\$25,410	14	-7.0%
83	Food Servers, Nonrestaurant	35.3041-00	890	\$18,050	21	8.0%
83	Food Cooking Machine Operators and Tenders	51.3093-00	120	\$22,970	5	-17%
82	Coil Winders, Tapers, and Finishers	51.2021-00	90	\$31,910	1	-53%
82	Photographic Process Workers	51.9131-00	50	\$28,860	2	-43%

**MATCHED OCCUPATION:** Helpers--Production Workers  
51-9198

**Reported Job Titles:**

laborer, No Title Provided, floorman/laborer, material handler, floorman, No Title Provided

**Number of Affected Workers:** 10 **Training Requirements:** Short-term on-the-job training **Average Wage** \$11.43

**Associated ONET Skills:** Equipment Selection      Active Listening  
Coordination      Instructing  
Reading Comprehension      Speaking  
Quality Control Analysis      Troubleshooting  
Learning Strategies      Equipment Maintenance

**Largest Employing Maine Industries**

Employment	Industry
300	Wood Product Manufacturing
150	Food Manufacturing
140	Fabricated Metal Product Manufacturing
120	Paper Manufacturing
40	Nonmetallic Mineral Product Manufacturing
40	Miscellaneous Manufacturing

Employment Forecast			Average Annual Openings		
Maine Region			Maine Region		
Year 2006	1,945	602 Total	55	17	
Year 2016	1,868	599 Due to Growth	0	0	
Net Change	-77	-3 Due to Replacement	55	17	
Percent Change	-4.0%	-.50%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
83	<a href="#">Sewing Machine Operators</a>	51.6031-00	1,080	\$22,440	10	-8.0%
83	<a href="#">Coil Winders, Tapers, and Finishers</a>	51.2021-00	90	\$31,910	1	-53%
83	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	51.6063-00	n/a	\$23,830	0	.00%
82	<a href="#">Graders and Sorters, Agricultural Products</a>	45.2041-00	170	\$17,170	4	-21%
80	<a href="#">Shoe and Leather Workers and Repairers</a>	51.6041-00	90	\$25,030	3	-19%
80	<a href="#">Textile Cutting Machine Setters, Operators, and Tenders</a>	51.6062-00	110	\$24,860	4	-13%
80	Mail Clerks and Mail Machine Operators, Except Postal Service	43.9051-00	490	\$23,250	13	-19%
80	Welders, Cutters, and Welder Fitters	51.4121-06	1,610	\$38,030	49	7.0%
80	Furniture Finishers	51.7021-00	70	\$28,550	2	-31%
80	Postal Service Mail Sorters, Processors, and Processing Machine Operators	43.5053-00	970	\$41,950	10	-12%
80	Team Assemblers	51.2092-00	3,850	\$23,730	82	-7.0%
79	Solderers and Brazers	51.4121-07	1,610	\$38,030	49	7.0%
79	Molding and Casting Workers	51.9195-07	n/a	\$26,980	20	7.0%
78	Food Batchmakers	51.3092-00	640	\$25,410	14	-7.0%

**MATCHED OCCUPATION:** Truck Drivers, Heavy and Tractor-Trailer  
53-3032

**Reported Job Titles:**  
truck driver, driver

**Number of Affected Workers:** 8 **Training Requirements:** Moderate-term on-the-job training **Average Wage** \$17.50

**Associated ONET Skills:** Equipment Maintenance    Active Listening  
Time Management    Coordination  
Reading Comprehension    Judgment and Decision Making  
Troubleshooting    Speaking  
Mathematics    Operation Monitoring

**Largest Employing Maine Industries**

Employment	Industry
3,860	Truck Transportation
1,160	Specialty Trade Contractors
930	Nonstore Retailers
790	Merchant Wholesalers, Nondurable Goods
390	Merchant Wholesalers, Durable Goods
340	Waste Management and Remediation Services

Employment Forecast			Average Annual Openings		
	Maine Region			Maine Region	
Year 2006	11,188	3,810	Total	277	118
Year 2016	12,126	4,367	Due to Growth	94	56
Net Change	938	557	Due to Replacement	183	62
Percent Change	8.4%	15%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
83	<a href="#">Truck Drivers, Light or Delivery Services</a>	53.3033-00	4,100	\$25,210	108	7.0%
83	<a href="#">Industrial Truck and Tractor Operators</a>	53.7051-00	3,210	\$26,160	82	-2.0%
83	<a href="#">Bus Drivers, Transit and Intercity</a>	53.3021-00	440	\$26,990	12	11%
81	<a href="#">Refuse and Recyclable Material Collectors</a>	53.7081-00	930	\$22,780	37	1.0%
81	<a href="#">Laborers and Freight, Stock, and Material Movers, Hand</a>	53.7062-00	8,320	\$22,130	274	-2.0%
80	Taxi Drivers and Chauffeurs	53.3041-00	600	\$20,400	15	8.0%
79	Couriers and Messengers	43.5021-00	240	\$23,920	12	6.0%
79	Highway Maintenance Workers	47.4051-00	2,210	\$28,790	60	7.0%
77	Railroad Conductors and Yardmasters	53.4031-00	90	\$-	4	13%
76	Bus Drivers, School	53.3022-00	n/a	\$27,370	29	2.0%
76	Locomotive Engineers	53.4011-00	100	\$59,580	4	12%
75	Tire Repairers and Changers	49.3093-00	330	\$19,920	15	25%
74	Meter Readers, Utilities	43.5041-00	90	\$31,240	3	-11%
74	Logging Equipment Operators	45.4022-00	1,390	\$29,280	46	4.0%

**MATCHED OCCUPATION:** Industrial Truck and Tractor Operators  
53-7051

**Reported Job Titles:**

forklift operator, loader, forklift driver, loader, lift operator, Yardman

**Number of Affected Workers:** 8 **Training Requirements:** Short-term on-the-job training **Average Wage** \$15.05

**Associated ONET Skills:** Operation Monitoring      Active Listening  
Operation and Control      Monitoring  
Speaking      Critical Thinking  
Reading Comprehension      Social Perceptiveness  
Coordination      Time Management

**Largest Employing Maine Industries**

Employment	Industry
590	Nonstore Retailers
590	Warehousing and Storage
510	Merchant Wholesalers, Nondurable Goods
300	Building Material and Garden Equipment and Supplies Dealers
250	Wood Product Manufacturing
180	Merchant Wholesalers, Durable Goods

Employment Forecast			Average Annual Openings		
	Maine Region			Maine Region	
Year 2006	2,429	1,029	Total	60	37
Year 2016	2,570	1,195	Due to Growth	14	17
Net Change	141	166	Due to Replacement	46	20
Percent Change	5.8%	16%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
88	<a href="#">Refuse and Recyclable Material Collectors</a>	53.7081-00	930	\$22,780	37	1.0%
87	<a href="#">Truck Drivers, Light or Delivery Services</a>	53.3033-00	4,100	\$25,210	108	7.0%
86	<a href="#">Laborers and Freight, Stock, and Material Movers, Hand</a>	53.7062-00	8,320	\$22,130	274	-2.0%
85	<a href="#">Truck Drivers, Heavy and Tractor-Trailer</a>	53.3032-00	9,940	\$31,140	246	3.0%
85	<a href="#">Nursery Workers</a>	45.2092-01	360	\$19,720	54	15%
84	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620	2	-15%
84	Landscaping and Groundskeeping Workers	37.3011-00	4,040	\$24,450	130	12%
84	Highway Maintenance Workers	47.4051-00	2,210	\$28,790	60	7.0%
83	Couriers and Messengers	43.5021-00	240	\$23,920	12	6.0%
83	Textile Cutting Machine Setters, Operators, and Tenders	51.6062-00	110	\$24,860	4	-13%
82	Paving, Surfacing, and Tamping Equipment Operators	47.2071-00	320	\$25,520	7	1.0%
82	Rail-Track Laying and Maintenance Equipment Operators	47.4061-00	120	\$36,960	4	8.0%
82	Helpers--Production Workers	51.9198-00	1,490	\$22,260	37	-10%
82	Sawing Machine Setters, Operators, and Tenders, Wood	51.7041-00	700	\$24,790	15	-8.0%

**MATCHED OCCUPATION:** Cleaners of Vehicles and Equipment  
53-7061

**Reported Job Titles:**

Hydro crew leader

**Number of Affected Workers:** 1 **Training Requirements:** Short-term on-the-job training **Average Wage** \$11.34

**Associated ONET Skills:** Equipment Maintenance    Active Listening  
Time Management    Coordination  
Instructing    Quality Control Analysis  
Troubleshooting    Equipment Selection  
Speaking    Active Learning

**Largest Employing Maine Industries**

Employment	Industry
330	Motor Vehicle and Parts Dealers
310	Repair and Maintenance
210	Rental and Leasing Services
80	Food Manufacturing
10	Truck Transportation

Employment Forecast			Average Annual Openings		
	Maine Region		Maine Region		
Year 2006	1,089	461	Total	44	19
Year 2016	1,145	486	Due to Growth	6	3
Net Change	56	25	Due to Replacement	38	16
Percent Change	5.1%	5.4%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
82	<a href="#">Janitors and Cleaners, Except Maids and Housekeeping Cleaners</a>	37.2011-00	9,170	\$23,520	241	5.0%
82	<a href="#">Pressers, Textile, Garment, and Related Materials</a>	51.6021-00	130	\$20,910	1	-12%
81	<a href="#">Landscaping and Groundskeeping Workers</a>	37.3011-00	4,040	\$24,450	130	12%
81	<a href="#">Packers and Packagers, Hand</a>	53.7064-00	3,780	\$-	45	-9.0%
80	<a href="#">Dishwashers</a>	35.9021-00	2,600	\$17,200	126	6.0%
80	Logging Equipment Operators	45.4022-00	1,390	\$29,280	46	4.0%
80	Refuse and Recyclable Material Collectors	53.7081-00	930	\$22,780	37	1.0%
79	Shoe and Leather Workers and Repairers	51.6041-00	90	\$25,030	3	-19%
79	Helpers--Production Workers	51.9198-00	1,490	\$22,260	37	-10%
78	Farmworkers, Farm and Ranch Animals	45.2093-00	90	\$20,000	16	11%
78	Sewing Machine Operators	51.6031-00	1,080	\$22,440	10	-8.0%
78	Maids and Housekeeping Cleaners	37.2012-00	5,130	\$19,320	204	7.0%
77	Highway Maintenance Workers	47.4051-00	2,210	\$28,790	60	7.0%
77	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Pla	51.4193-00	120	\$32,160	5	16%



**MATCHED OCCUPATION:** Machine Feeders and Offbearers  
53-7063

**Reported Job Titles:**  
saw loader

**Number of Affected Workers:** 1 **Training Requirements:** Short-term on-the-job training **Average Wage** \$13.00

**Associated ONET Skills:** Active Listening      Operation and Control  
Operation Monitoring      Reading Comprehension  
Learning Strategies      Equipment Maintenance  
Mathematics      Active Learning  
Monitoring      Instructing

**Largest Employing Maine Industries**

Employment	Industry
90	Wood Product Manufacturing
.	Food Manufacturing

Employment Forecast			Average Annual Openings		
	Maine Region			Maine Region	
Year 2006	600	200	Total	16	6
Year 2016	455	157	Due to Growth	0	0
Net Change	-145	-43	Due to Replacement	16	6
Percent Change	-24%	-22%			

TORQ	Title	Code	Employed	Median Salary	Openings	Growth
90	<a href="#">Team Assemblers</a>	51.2092-00	3,850	\$23,730	82	-7.0%
90	<a href="#">Sewing Machine Operators</a>	51.6031-00	1,080	\$22,440	10	-8.0%
90	Paper Goods Machine Setters, Operators, and Tenders	51.9196-00	910	\$38,230	23	-26%
90	<a href="#">Sawing Machine Setters, Operators, and Tenders, Wood</a>	51.7041-00	700	\$24,790	15	-8.0%
90	<a href="#">Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, a</a>	51.9041-00	260	\$28,330	5	-7.0%
89	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	51.6063-00	n/a	\$23,830	0	.00%
89	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	51.7042-00	900	\$23,040	23	-12%
88	Coil Winders, Tapers, and Finishers	51.2021-00	90	\$31,910	1	-53%
88	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	51.9051-00	300	\$32,980	9	-18%
87	Cementing and Gluing Machine Operators and Tenders	51.9191-00	80	\$27,620	2	-15%
87	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	51.4023-00	n/a	\$33,460	0	.00%
87	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	51.4122-00	120	\$36,960	3	2.0%
87	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	51.9121-00	850	\$38,860	19	-26%
87	Pressers, Textile, Garment, and Related Materials	51.6021-00	130	\$20,910	1	-12%

## APPENDIXES

**Appendix A:**  
**Industries Projected to Gain or Lose the Largest Number of Jobs**  
**in Southern Maine Between 2004 and 2014**

<b>Industries Expected to Gain 100 or More Jobs</b>		<b>Industries Expected to Lose Jobs</b>	
Food services and drinking places	2,782	Federal Government	-280
Ambulatory health care services	2,487	Leather and allied product manufacturing	-205
Hospitals	2,137	Fabricated metal product manufacturing	-167
Social assistance	2,096	Plastics and rubber products manufacturing	-159
Professional, Scientific and Tech Services	1,838	Paper manufacturing	-139
Nursing and residential care facilities	1,776	Food manufacturing	-101
Local Government	1,385	Wood product manufacturing	-87
Administrative and support services	1,378	Computer and electronic product manufacturing	-58
Nonstore retailers	1,139	Electrical equipment and appliance mfg.	-58
Food and beverage stores	1,072	Textile product mills	-56
Accommodation	967	Textile mills	-45
Merchant wholesalers, durable goods	862	Machinery manufacturing	-41
Specialty trade contractors	858	Furniture and related product manufacturing	-34
Real estate	718	Chemical manufacturing	-34
General merchandise stores	705	Apparel manufacturing	-19
Motor vehicle and parts dealers	600	Transportation equipment manufacturing	-8
Educational services	567	Primary metal manufacturing	-5
Credit intermediation and related activities	554		
Miscellaneous store retailers	528		
Amusements, gambling, and recreation	504		
Warehousing and storage	470		
Membership associations and organizations	463		
Building material and garden supply stores	439		
Repair and maintenance	416		
Gasoline stations	380		
Merchant wholesalers, nondurable goods	356		
Securities, commodity contracts, investments	280		
Construction of buildings	250		
Clothing and clothing accessories stores	217		
Personal and laundry services	208		
Sporting goods, hobby, book and music stores	207		
Truck transportation	203		
Rental and leasing services	180		
Management of companies and enterprises	171		
Motion picture and sound recording industries	164		
Health and personal care stores	156		
Furniture and home furnishings stores	144		
Electronic markets and agents and brokers	142		
Performing arts and spectator sports	130		
Electronics and appliance stores	119		
Transit and ground passenger transportation	113		
Couriers and messengers	112		
Publishing industries, except Internet	107		
Waste management and remediation services	104		

*Source: Maine Department of Labor, Center for Workforce Research and Information, Industry and Occupational Employment Projections 2004-2014.*

**Appendix B:**  
**Employment by Occupational Group in Southern Maine in 2004 and Projected 2014**

Occupational Group	Average Employment		Change in Employment		Average Annual Openings		
	2004	2014	Net	Percent	Growth	Replace-ment	Total
<i>Total</i>	265,478	296,483	31,005	11.7%	3,350	6,287	9,637
Management, Business and Financial Occupations	26,172	29,746	3,574	13.7%	363	472	835
Management Occupations	15,885	18,225	2,340	14.7%	236	292	528
Business and Financial Operations Occupations	10,287	11,521	1,234	12.0%	127	180	307
Professional and Related Occupations	50,712	58,657	7,945	15.7%	807	982	1,789
Computer and Mathematical Occupations	3,671	4,302	631	17.2%	68	52	120
Architecture and Engineering Occupations	5,170	5,356	186	3.6%	24	120	144
Life, Physical, and Social Science Occupations	1,700	1,897	197	11.6%	21	39	60
Community and Social Services Occupations	5,742	7,132	1,390	24.2%	140	109	249
Legal Occupations	2,191	2,543	352	16.1%	35	26	61
Education, Training, and Library Occupations	14,351	15,655	1,304	9.1%	130	304	434
Arts, Design, Entertainment, Sports, and Media Occupations	4,113	4,728	615	15.0%	62	78	140
Healthcare Practitioners and Technical Occupations	13,774	17,044	3,270	23.7%	327	254	581
Service Occupations	54,745	64,545	9,800	17.9%	981	1,575	2,556
Healthcare Support Occupations	6,797	8,713	1,916	28.2%	192	106	298
Protective Service Occupations	4,288	4,959	671	15.6%	67	124	191
Food Preparation and Serving Related Occupations	23,182	26,751	3,569	15.4%	357	912	1,269
Building and Grounds Cleaning and Maintenance Occupations	11,092	12,717	1,625	14.7%	163	222	385
Personal Care and Service Occupations	9,386	11,405	2,019	21.5%	202	211	413
Sales and Related Occupations	29,696	33,075	3,379	11.4%	357	934	1,291
Office and Administrative Support Occupations	43,752	46,016	2,264	5.2%	344	990	1,334
Farming, Fishing, and Forestry Occupations	1,061	1,168	107	10.1%	12	28	40
Construction and Extraction Occupations	15,064	16,158	1,094	7.3%	112	297	409
Installation, Maintenance, and Repair Occupations	10,893	12,259	1,366	12.5%	140	248	388
Production Occupations	15,873	15,413	-460	-2.9%	34	379	413
Transportation and Material Moving Occupations	17,510	19,446	1,936	11.1%	202	383	585

*Source: Maine Department of Labor, Center for Workforce Research and Information, Industry and Occupational Employment Projections 2004-2014.*

**Appendix C:**  
**Occupations with the Largest Projected Number of Annual Openings in Southern Maine, 2004 to 2014**

SOC Code	Occupation	Average Employment		Average Annual Openings			Education/Training Requirement
		2004	2014	Growth	Replacement	Total	
41-2031	Retail Salespersons	8,610	10,006	140	313	453	Short-term on-the-job training
41-2011	Cashiers	5,955	6,384	43	290	333	Short-term on-the-job training
35-3031	Waiters and Waitresses	4,844	5,543	70	249	319	Short-term on-the-job training
35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	4,771	5,596	83	207	290	Short-term on-the-job training
29-1111	Registered Nurses	4,914	6,187	127	103	230	Associate degree
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	3,949	4,202	25	129	154	Short-term on-the-job training
11-1021	General and Operations Managers	4,237	4,943	71	80	151	Bachelor's degree plus work experience
43-9061	Office Clerks, General	5,170	5,528	36	115	151	Short-term on-the-job training
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4,432	5,069	64	84	148	Short-term on-the-job training
43-4051	Customer Service Representatives	4,094	4,852	76	61	137	Moderate-term on-the-job training
35-2021	Food Preparation Workers	2,441	2,886	45	86	131	Short-term on-the-job training
37-2012	Maids and Housekeeping Cleaners	3,343	3,841	50	70	120	Short-term on-the-job training
39-9021	Personal and Home Care Aides	2,135	2,988	85	34	119	Short-term on-the-job training
53-3032	Truck Drivers, Heavy and Tractor-Trailer	3,810	4,367	56	62	118	Moderate-term on-the-job training
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	3,915	4,252	34	70	104	Work experience in a related occupation
39-9011	Child Care Workers	2,601	2,879	28	71	99	Short-term on-the-job training
43-5081	Stock Clerks and Order Fillers	2,572	2,473	0	95	95	Short-term on-the-job training
41-4012	Sales Representatives, Wholesale & Manufacturing, Except Technical & Scientific Products	2,078	2,442	36	55	91	Moderate-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	3,703	3,916	21	69	90	Moderate-term on-the-job training
35-2014	Cooks, Restaurant	1,985	2,265	28	62	90	Long-term on-the-job training
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	2,868	3,143	28	62	90	Work experience in a related occupation
31-1012	Nursing Aides, Orderlies, and Attendants	2,906	3,412	51	38	89	Postsecondary vocational training
37-3011	Landscaping and Groundskeeping Workers	2,386	2,749	36	52	88	Short-term on-the-job training
47-2031	Carpenters	3,567	3,842	28	58	86	Long-term on-the-job training
43-6014	Secretaries, Except Legal, Medical, and Executive	4,244	4,074	0	81	81	Moderate-term on-the-job training
21-1093	Social and Human Service Assistants	1,502	2,036	53	26	79	Moderate-term on-the-job training
49-9042	Maintenance and Repair Workers, General	2,133	2,490	36	41	77	Moderate-term on-the-job training
31-1011	Home Health Aides	1,410	1,982	57	19	76	Short-term on-the-job training
49-3023	Automotive Service Technicians and Mechanics	1,709	2,003	29	46	75	Postsecondary vocational training
35-9021	Dishwashers	1,543	1,738	20	52	72	Short-term on-the-job training
25-9041	Teacher Assistants	2,788	2,957	17	54	71	Short-term on-the-job training
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	1,614	1,888	27	38	65	Work experience in a related occupation
25-2031	Secondary School Teachers, Except Special and Vocational Education	2,034	2,111	8	57	65	Bachelor's degree
43-3071	Tellers	919	1,110	19	45	64	Short-term on-the-job training
43-4171	Receptionists and Information Clerks	1,493	1,753	26	37	63	Short-term on-the-job training
39-5012	Hairdressers, Hairstylists, and Cosmetologists	1,855	2,101	25	36	61	Postsecondary vocational training
25-2021	Elementary School Teachers, Except Special Education	2,153	2,274	12	48	60	Bachelor's degree
41-3021	Insurance Sales Agents	2,475	2,332	0	59	59	Bachelor's degree
35-3011	Bartenders	966	1,130	16	38	54	Short-term on-the-job training
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	623	742	12	41	53	Short-term on-the-job training

Source: Maine Department of Labor, Center for Workforce Research and Information, Industry and Occupational Employment Projections 2004-2014.

Appendix D: Occupations with the Largest Projected Net Job Loss in Southern Maine Between 2004 and 2014					
SOC Code	Occupation	Average Employment		Net Decline	Education/Training Requirement
		2004	2014		
43-6014	Secretaries, Except Legal, Medical, and Executive	4,244	4,074	-170	Moderate-term on-the-job training
41-3021	Insurance Sales Agents	2,475	2,332	-143	Bachelor's degree
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	354	222	-132	Short-term on-the-job training
43-4071	File Clerks	244	144	-100	Short-term on-the-job training
43-5081	Stock Clerks and Order Fillers	2,572	2,473	-99	Short-term on-the-job training
43-5052	Postal Service Mail Carriers	714	624	-90	Short-term on-the-job training
43-9041	Insurance Claims and Policy Processing Clerks	1,071	985	-86	Moderate-term on-the-job training
43-9011	Computer Operators	214	140	-74	Moderate-term on-the-job training
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	493	431	-62	Short-term on-the-job training
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	232	175	-57	Moderate-term on-the-job training
43-9022	Word Processors and Typists	284	235	-49	Moderate-term on-the-job training
15-1021	Computer Programmers	411	363	-48	Bachelor's degree
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	337	290	-47	Moderate-term on-the-job training
43-9021	Data Entry Keyers	493	448	-45	Moderate-term on-the-job training
53-7063	Machine Feeders and Offbearers	200	157	-43	Short-term on-the-job training
43-2011	Switchboard Operators, Including Answering Service	440	398	-42	Short-term on-the-job training
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	192	154	-38	Moderate-term on-the-job training
43-5041	Meter Readers, Utilities	80	44	-36	Short-term on-the-job training
51-9111	Packaging and Filling Machine Operators and Tenders	547	513	-34	Short-term on-the-job training
43-5051	Postal Service Clerks	252	219	-33	Short-term on-the-job training
51-6031	Sewing Machine Operators	324	296	-28	Moderate-term on-the-job training
51-2092	Team Assemblers	1,450	1,424	-26	Moderate-term on-the-job training
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	177	153	-24	Moderate-term on-the-job training
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	175	151	-24	Moderate-term on-the-job training
41-9041	Telemarketers	1,008	984	-24	Short-term on-the-job training
43-4041	Credit Authorizers, Checkers, and Clerks	56	33	-23	Short-term on-the-job training
51-4033	Grinding/Lapping/Polishing/Buffering Machine Tool Setters/Operators/Tenders, Metal&Plastic	130	108	-22	Moderate-term on-the-job training
13-2053	Insurance Underwriters	500	479	-21	Bachelor's degree
11-9131	Postmasters and Mail Superintendents	169	148	-21	Work experience in a related occupation
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	135	116	-19	Moderate-term on-the-job training
51-6042	Shoe Machine Operators and Tenders	44	25	-19	Moderate-term on-the-job training
51-2041	Structural Metal Fabricators and Fitters	262	243	-19	Moderate-term on-the-job training
43-9071	Office Machine Operators, Except Computer	89	71	-18	Short-term on-the-job training
53-6021	Parking Lot Attendants	90	72	-18	Short-term on-the-job training
13-2082	Tax Preparers	164	147	-17	Moderate-term on-the-job training
41-2022	Parts Salespersons	520	504	-16	Moderate-term on-the-job training
51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	77	61	-16	Moderate-term on-the-job training
51-7011	Cabinetmakers and Bench Carpenters	277	263	-14	Long-term on-the-job training
51-9131	Photographic Process Workers	80	66	-14	Moderate-term on-the-job training

Source: Maine Department of Labor, Center for Workforce Research and Information, Industry and Occupational Employment Projections 2004-2014.